GOVERNMENT OF INDIA
RAILWAYS
LOK SABHA

UNSTARRED QUESTION NO:174
ANSWERED ON:16.11.2016
Incentives to High Performing Employees
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Will the Minister of RAILWAYS be pleased to state:

(a) whether the Indian Railways proposes to offer incentives to high performing employees;

(b) if so, the aims and objectives of the said proposal along with the criteria/ modalities fixed by the Government in this regard;

(c) the measures taken by the Government to avoid discrimination while incentives are given to the best eligible employees;

(d) the time by which the decision is likely to be taken in this regard; and

(e) the other steps taken to improve efficiency and motivation level of the Railway employees?

Answer

MINISTER OF STATE IN THE MINISTRY OF RAILWAYS

(SHRI RAJEN GOHAIN)

(a): There is no such proposal at present.

(b) to (d): Do not arise.

(e): There is a system to prepare Annual Performance Appraisal Report (APAR), wherein the employees are evaluated and such evaluation is used while deciding promotions etc. Further, to improve efficiency and motivation levels, Productivity Linked Bonus is also given to non-gazetted Railway Employees excluding RPF/RPSF personnel who instead are given ad-hoc bonus.
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